



BOLT
CONSULT

**HARNESSING DIVERSITY
& CREATING INCLUSION**
THROUGH EXECUTIVE
COACHING & WORKSHOPS



For many organisations **Diversity & Inclusion** is merely a process of developing a policy for compliance and reporting responsibilities, as part of business requirements under anti-discrimination legislation.

Few organisations actually succeed in making it real and harnessing the benefits which come from having an inclusive organisation.

Historically, responsibility for ensuring a workplace is free from discrimination and harassment has been a key area of focus for HR. However, it's increasingly **becoming a critical issue for boards as an inclusive workplace plays a pivotal role in shaping views of stakeholders.**

DIVERSITY & INCLUSION – NO LONGER JUST A ‘TREND’

Talent is not defined or limited by gender, age, race, nationality, disability or sexual orientation. D&I is about encouraging open minds, creating an inclusive culture where every individual is empowered to build a rewarding career and achieve their full potential. (PWC Luke Sayers)

There are **significant benefits** to be gained from getting diversity strategy and policy right, not least in opening up a rich seam of potential talent. Just as significant are the **potential risks** of ineffective D&I culture and policy implementation.



THE BENEFITS OF HAVING A D&I CULTURE

Business & Economic Growth – harnessing individual thought and varying approaches to problem solving, assists in internationalising businesses resulting in a direct benefit for local, state and national economies.

Profit and Performance – improved job and team performance which equals higher return on income and productivity, effective utilisation of right people for the right jobs increasing team effectiveness.

Innovation – flexible thinking rather than fixed view of one's own and other's identities can lead to greater creativity.

Cost Reduction – decreased cost with reduced employee turnover – workplaces encouraging employees to voice their opinions and be involved in decision making have on average 33% lower employee turnover.

Well-being – employee well-being and psychological safety, feeling valued and respected.

Talent Management – Open up a rich potential for talent (current & future employees).

Productive Conflict – individuals and teams better able to resolve conflict.

Engagement & Opportunity – team engagement, individuals have higher levels of commitment and job satisfaction leading to better job opportunities and career advancement.



THE RISKS OF NOT HAVING A D&I CULTURE

Litigation – costly compensation claims.

Increased Operational Costs – due to employee turnover, loss of knowledge and key skills.

Skills – the threat of limited availability.

Reputational Issues – poor reputation can lead to a loss of customers and prospective employees, increased questioning from investors and unwanted attention from media, regulators and unions.

DIVERSITY & INCLUSION IS A BUSINESS ISSUE RATHER THAN AN HR ISSUE. A BUSINESS RISK WHICH REQUIRES ACTIVE MEASUREMENT, MONITORING & MANAGEMENT.

DIVERSITY

Diversity refers to the mix of people in an organisation – that is, all the differences between people in how they identify in relation to their:

SOCIAL IDENTITY e.g., Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability status, gender, religious affiliation, sexual orientation, gender identity, intersex status, and socio-economic background.

PROFESSIONAL IDENTITY e.g., profession, education, work experiences, organisational level, functional area, division/ department, and location. These aspects come together in a unique way for each individual and shape the way they view and perceive their world and workplace – as well as how others view and treat them.

INCLUSION

Inclusion refers to getting the mix of people in an organisation to work together to improve performance and wellbeing. Inclusion in a workplace is achieved when a diversity of people (e.g., ages, cultural backgrounds, genders, perspectives) feel that they are:

RESPECTED for who they are and able to be themselves;

CONNECTED to their colleagues and feel they belong;

CONTRIBUTING their perspectives and talents to the workplace; and

PROGRESSING in their career at work (i.e. have equal access to opportunities and resources). It is only through inclusion that organisations can make the most out of diversity.



INCLUSION AT WORK OCCURS WHEN A DIVERSITY OF PEOPLE ARE RESPECTED, CONNECTED, PROGRESSING AND CONTRIBUTING TO ORGANISATIONAL SUCCESS.

BOLT CONSULT'S coaching programs & workshops are designed specifically to harness the strengths of all individuals and mitigate perceived biases that may have been formed, ensuring that the right people are focused on the right things, resulting in higher performing individuals and teams producing greater business outcomes.

EXECUTIVE COACHING 1-ON-1

Executive Coaching serves to support Boards, CEO's and Executives in breaking the compliance cycle and tapping into the benefits which come with having a diverse and inclusive culture.

EXECUTIVE COACHING WORKSHOPS

Executive Workshops are designed to support Board's, CEO's and Leadership teams in gaining collective agreement about what Diversity and Inclusion means within their business and assist in identifying opportunities to mitigate this business risk.

EXECUTIVE CRISIS COACHING

Crisis Coaching aims to support leaders in unlocking the potential within their diverse talent pool minimising risk of costly payouts, reputational damage and decreased individuals and/or team effectiveness.

FOREIGN EXECUTIVE ONBOARDING

Foreign Executive Onboarding aims to support employers and employees in maximising their effectiveness and mitigating loss of productivity which is often associated with moving jobs or abroad.

INTERVIEW & RESILIENCE WORKSHOPS

Interview Coaching & Resilience Workshops is a short program which serves to support individuals in understanding their unique value proposition, preparing for interviews and landing their dream job.

MEET BOLT'S FOUNDING DIRECTOR

The corporate world is complex for many reasons, but essentially it is because of one element – humans. Global business has resulted in a melting pot of nationalities, personalities, belief systems, physical attributes and many other factors coming together in today's modern workplaces. Many would site this phenomena as the basis for a range of problems.

However, BOLT CONSULT recognises that there is a huge opportunity that exists for both companies and individuals. By Harnessing Diversity and Creating Inclusion through Executive Coaching & Workshops that are **designed specifically to harness the strengths of all individuals and mitigate perceived biases that may have been formed, BOLT CONSULT ensures that the right people are focused on the right things, resulting in higher performing individuals and teams producing greater business outcomes.**

Belinda O'Connor has 15 years of knowledge and experience in Organisational Performance, Change Management, HR and Recruitment. She is a loyal supporter with a passion to improve people's lives. **The BOLT CONSULT Coaching Programs & Workshops have been developed with compassion and are delivered with efficiency, clarity and accountability.**

[Learn more about Belinda's career on LinkedIn ►](#)

"My purpose is to reignite the spark and bring joy to the lives of individuals. I do this by working with executives to support them in harnessing diversity and creating inclusion, either through 1-on-1 coaching or workshops with executive teams".

Belinda O'Connor



LET'S WORK TOGETHER



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